

**2015 CITY OF SAN JOSE – MEF/CEO NEGOTIATIONS
TENTATIVE AGREEMENT**

CEO PROPOSAL TO CITY – SICK LEAVE


City Proposed Language:

ARTICLE 18 SICK LEAVE

18.1.5 Any time an employee is required to report to work and is unable to report due to illness or injury, an employee may be required to furnish medical verification or other substantiation for any such absences. An employee shall be given reasonable notice prior to the employee's return to work by his/her supervisor or designee if medical verification is required. If there is a dispute as to the definition of "reasonable notice," this shall solely be determined by the Director of the Office of Employee Relations or designee and is not subject to the grievance procedures of this Agreement.

**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

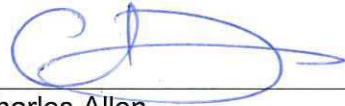
 5/20/15

Jennifer Schembri
Interim Director of
Employee Relations
Date

FOR THE UNION:

 05/20/15

LaVerne Washington
President
CEO, AFSCME Local 101
Date

 5-20-15

Charles Allen
Business Agent
AFSCME, Local 101
Date